



Dallas Independent School District

Board of Trustees

July 24, 2013

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F. Mike Miles
Superintendent of Schools

VIA HAND DELIVERY

Mr. F. Mike Miles
Superintendent of Schools
Dallas Independent School District
3700 Ross Avenue
Dallas, Texas 75204-5491

***RE: OPR Investigation Regarding Complaint Filed by Rebecca Rodriguez
Against Superintendent Mike Miles on June 14, 2013***

Dear Superintendent Miles:

Dallas Independent School District ("DISD") Board of Trustees met on Monday, July 22, 2013 regarding the captioned matter. The Board of Trustees decided to conduct an independent investigation and to retain independent counsel, Paul Coggins, to assist in the aforesaid investigation. The investigation will commence immediately and Attorney Paul Coggins will report his findings and recommendations to the Board of Trustees within thirty (30) days.

In view of the fact the captioned investigation involves a complaint against you as Superintendent of DISD, the Board of Trustees believe it is in the best interest of DISD to hereby issue the following directives to you effective immediately:

1. Do not communicate in any form, directly or indirectly, with any employee or former employee of DISD regarding the employment relationship between Rebecca Rodriguez and DISD.
2. Do not communicate in any form, directly or indirectly, with any employee or former employee of DISD regarding any investigation conducted by the Office of Professional Responsibility ("OPR") in connection with any and all matters involving Rebecca Rodriguez.
3. Do not communicate in any form, directly or indirectly, with any person including, but not limited to, representatives of any of the "news media" regarding any matter in connection with employment relationship between Rebecca Rodriguez and DISD.
4. Do not issue any statements or direct that any statements be issued to any members of the "news media" including responses to any interviews from the "news media" or any other person regarding the



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employment relationship between Rebecca Rodriguez and DISD including any investigation thereof.

5. You are hereby directed to communicate only with President and First Vice President of the DISD Board of Trustees, Independent Counsel and Special Counsel retained by the DISD Board of Trustees to investigate the employment relationship between Rebecca Rodriguez and DISD regarding any investigation thereof.
6. Do not communicate in any form, directly or indirectly with any member of the DISD Board of Trustees except the President and First Vice President regarding the employment relationship between Rebecca Rodriguez and DISD other than at a duly Called Meeting of the DISD Board of Trustees.
7. Do not in any form, directly or indirectly revise, alter, amend, supplement, modify, or destroy any and all documents regarding the employment relationship between Rebecca Rodriguez and DISD including any investigation thereof.
8. Assist and cooperate fully with Independent Counsel and Special Counsel to the DISD Board of Trustees regarding investigation of employment relationship between Rebecca Rodriguez and DISD including any investigation by OPR, Internal Auditor or any department of DISD.
9. Do not prohibit or discourage any employee or former employee, directly or indirectly, from assisting and cooperating fully with Independent Counsel and Special Counsel to the DISD Board of Trustees regarding the employment relationship between Rebecca Rodriguez and DISD including any investigation thereof.
10. Do not take any action, directly or indirectly, which can interfere with the investigation of the alleged complaints by Rebecca Rodriguez involving the OPR Investigation filed June 14, 2013.
11. Do not take any action, including retaliation, harassment, coercion, or intimidation, directly or indirectly, against any employee who participated or will participate in the OPR Investigation.

Please be advised the aforesaid directives shall remain in full force and effect until further notice from DISD Board of Trustees. Also, please be advised your full and complete compliance with all of the aforementioned directives is



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imperative to a satisfactory completion of the captioned investigation.

Your failure to fully and completely comply with all of the directives contained herein can subject you to disciplinary sanctions, and can be construed as a breach of your employment contract, and as such, may be considered good cause for termination of your employment with the DISD.

If you have any questions regarding this letter, you are directed to only contact Sonya Hoskins, Special Counsel to DISD Board of Trustees at 214-941-0717.

Sincerely,

IM/mc

2:55 p.m. 25 JULY 2013

IMM

Eric Cowan

Eric Cowan

President, DISD Board of Trustees

cc: DISD Board of Trustees
Sonya Hoskins, Special Counsel to DISD Board of Trustees